

CO vacancies at the end of September (1,357) were up from the previous month (1,310), with the vacancy rate increasing from 20.7% to 21.4%. The two complexes with the highest vacancy rates are now ASPC-Winslow (28.1%) and ASPC-Phoenix (27.3%). Both CO losses (114) and CO resignations (87) during September were above the averages for the last 12 months (106.5 and 81.4). The CO loss and resignation rates for September (27.5% and 21.0%) were above the composites for the last 12 months (24.2% and 18.5%). The complexes with the highest CO resignation rates over the last 12 months are ASPC-Winslow (27.5%), ASPC-Lewis (25.2%), and ASPC-Perryville (20.5%). ASPC-Douglas continues to have the lowest resignation rates, with the composite rate for the last 12 months being 11.0%.

## CORRECTIONAL OFFICER FTEs

By Complex, October 2004-September 2005

PRISON COMPLEX	OCT.	NOV.	DEC	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	MTH. AVG.
ASPC-Douglas	465	462	462	462	462	462	462	462	462	462	460	460	462
ASPC-Eyman	1,122	1,122	1,122	1,122	1,122	1,122	1,122	1,122	1,122	1,122	1,062	1,062	1,112
ASPC-Florence	787	787	787	787	789	789	789	789	789	789	795	795	789
ASPC-Lewis	1,027	1,036	1,036	1,036	1,038	1,038	1,038	1,038	1,038	1,038	951	951	1,022
ASPC-Perryville	598	593	593	593	595	595	595	595	595	595	555	555	588
ASPC-Phoenix	246	246	246	246	248	248	248	248	248	248	304	304	257
ASPC-Safford	284	284	284	284	284	284	284	284	284	284	316	316	289
ASPC-Tucson	918	921	921	921	921	921	921	921	921	921	1,039	1,039	940
ASPC-Winslow	391	392	392	392	394	394	394	394	394	394	377	377	390
ASPC-Yuma	483	477	477	477	477	477	477	477	477	477	473	473	477
DEPARTMENT-WIDE	6,321	6,320	6,320	6,320	6,330	6,330	6,330	6,330	6,330	6,330	6,332	6,332	6,327

## CORRECTIONAL OFFICER VACANCIES

By Complex, October 2004-September 2005

PRISON COMPLEX	OCT.	NOV.	DEC.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	MTH. AVG.
ASPC-Douglas	71	71	52	55	57	56	59	62	64	71	70	71	63
ASPC-Eyman	123	123	132	147	160	167	178	191	217	221	173	200	169
ASPC-Florence	76	89	95	107	110	120	135	147	158	156	171	180	129
ASPC-Lewis	208	224	214	233	246	244	253	267	273	295	224	236	243
ASPC-Perryville	132	116	103	98	100	105	82	86	79	94	73	77	95
ASPC-Phoenix	11	15	23	24	24	29	27	29	33	35	89	83	35
ASPC-Safford	23	24	27	27	29	36	37	40	42	44	77	74	40
ASPC-Tucson	100	108	96	89	93	97	114	125	140	150	273	274	138
ASPC-Winslow	63	70	76	79	80	87	91	99	102	114	100	106	89
ASPC-Yuma	35	25	33	41	46	53	60	71	71	74	60	56	52
DEPARTMENT-WIDE	842	865	851	900	945	994	1,036	1,117	1,179	1,254	1,310	1,357	1,054

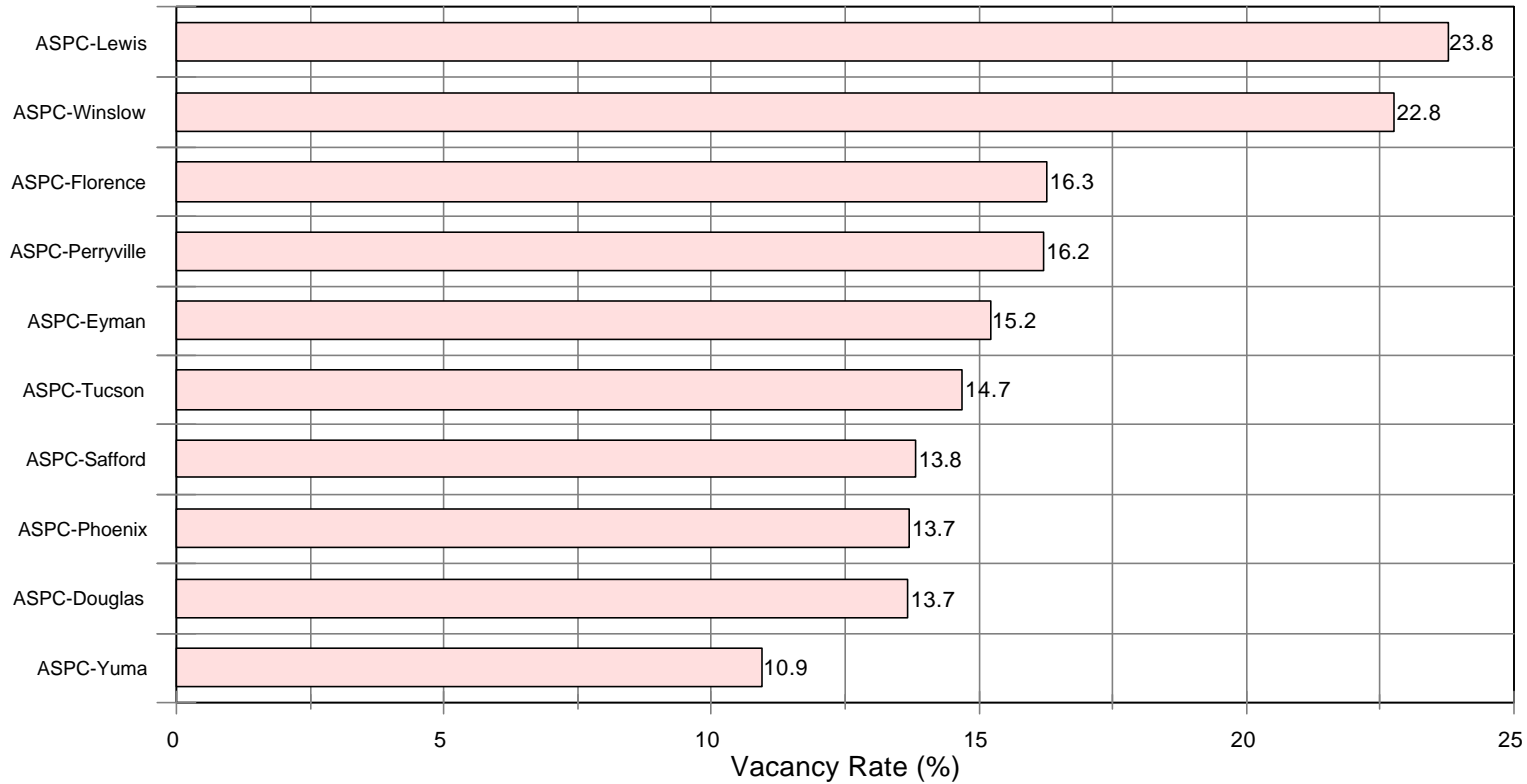
## CORRECTIONAL OFFICER VACANCY RATE

By Complex, October 2004-September 2005

PRISON COMPLEX	OCT.	NOV.	DEC.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	MTH. AVG.
ASPC-Douglas	15.3%	15.4%	11.3%	11.9%	12.3%	12.1%	12.8%	13.4%	13.9%	15.4%	15.2%	15.4%	13.7%
ASPC-Eyman	11.0%	11.0%	11.8%	13.1%	14.3%	14.9%	15.9%	17.0%	19.3%	19.7%	16.3%	18.8%	15.2%
ASPC-Florence	9.7%	11.3%	12.1%	13.6%	13.9%	15.2%	17.1%	18.6%	20.0%	19.8%	21.5%	22.6%	16.3%
ASPC-Lewis	20.3%	21.6%	20.7%	22.5%	23.7%	23.5%	24.4%	25.7%	26.3%	28.4%	23.6%	24.8%	23.8%
ASPC-Perryville	22.1%	19.6%	17.4%	16.5%	16.8%	17.6%	13.8%	14.5%	13.3%	15.8%	13.2%	13.9%	16.2%
ASPC-Phoenix	4.5%	6.1%	9.3%	9.8%	9.7%	11.7%	10.9%	11.7%	13.3%	14.1%	29.3%	27.3%	13.7%
ASPC-Safford	8.1%	8.5%	9.5%	9.5%	10.2%	12.7%	13.0%	14.1%	14.8%	15.5%	24.4%	23.4%	13.8%
ASPC-Tucson	10.9%	11.7%	10.4%	9.7%	10.1%	10.5%	12.4%	13.6%	15.2%	16.3%	26.3%	26.4%	14.7%
ASPC-Winslow	16.1%	17.9%	19.4%	20.2%	20.3%	22.1%	23.1%	25.1%	25.9%	28.9%	26.5%	28.1%	22.8%
ASPC-Yuma	7.2%	5.2%	6.9%	8.6%	9.6%	11.1%	12.6%	14.9%	14.9%	15.5%	12.7%	11.8%	10.9%
DEPARTMENT-WIDE	13.3%	13.7%	13.5%	14.2%	14.9%	15.7%	16.4%	17.6%	18.6%	19.8%	20.7%	21.4%	16.7%

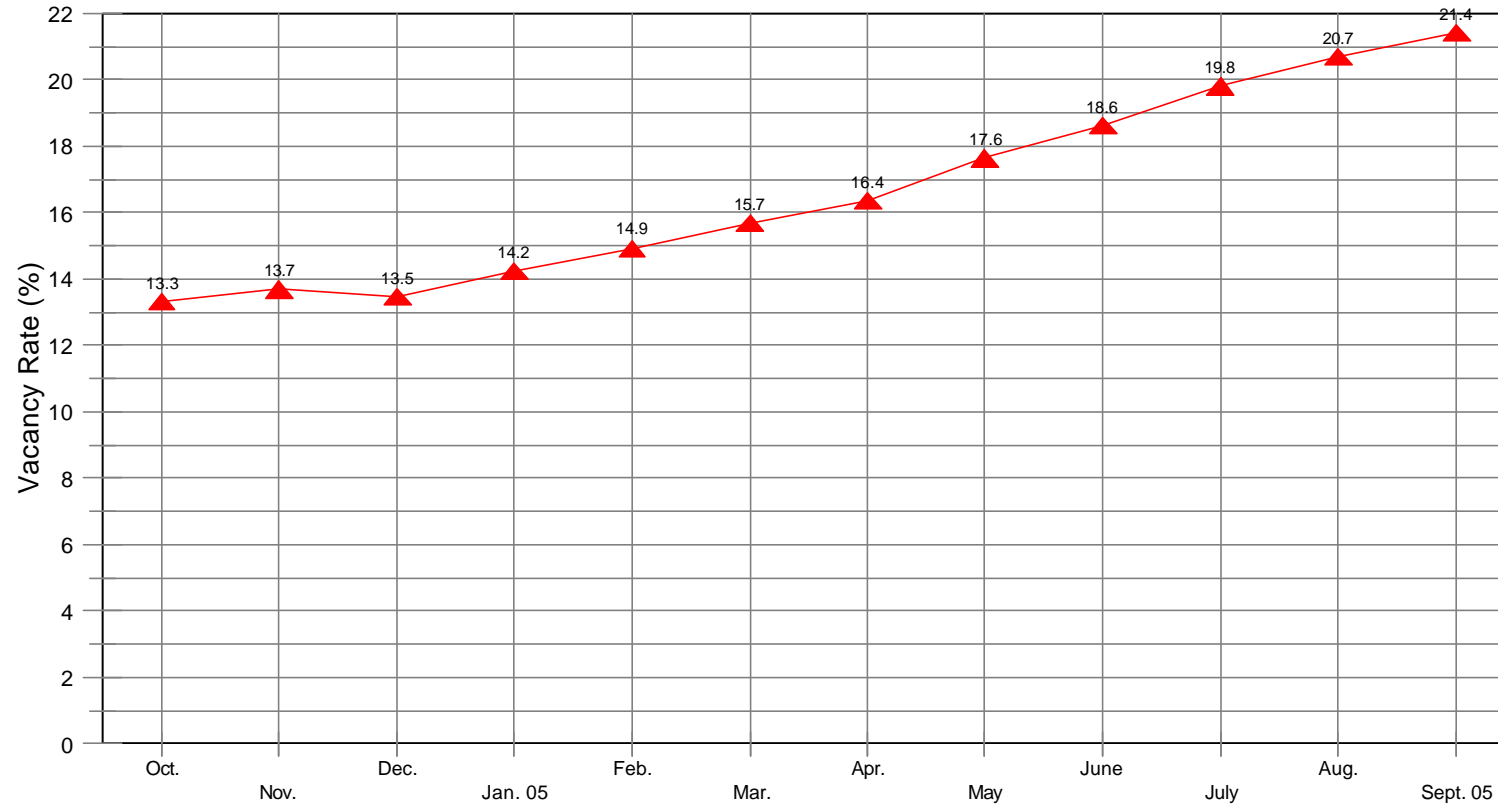
# CORRECTIONAL OFFICER VACANCY RATES

Complex Ranking, Oct. 2004-Sept. 2005



# CORRECTIONAL OFFICER VACANCY RATE

Department-Wide, Oct. 2004-Sept. 2005

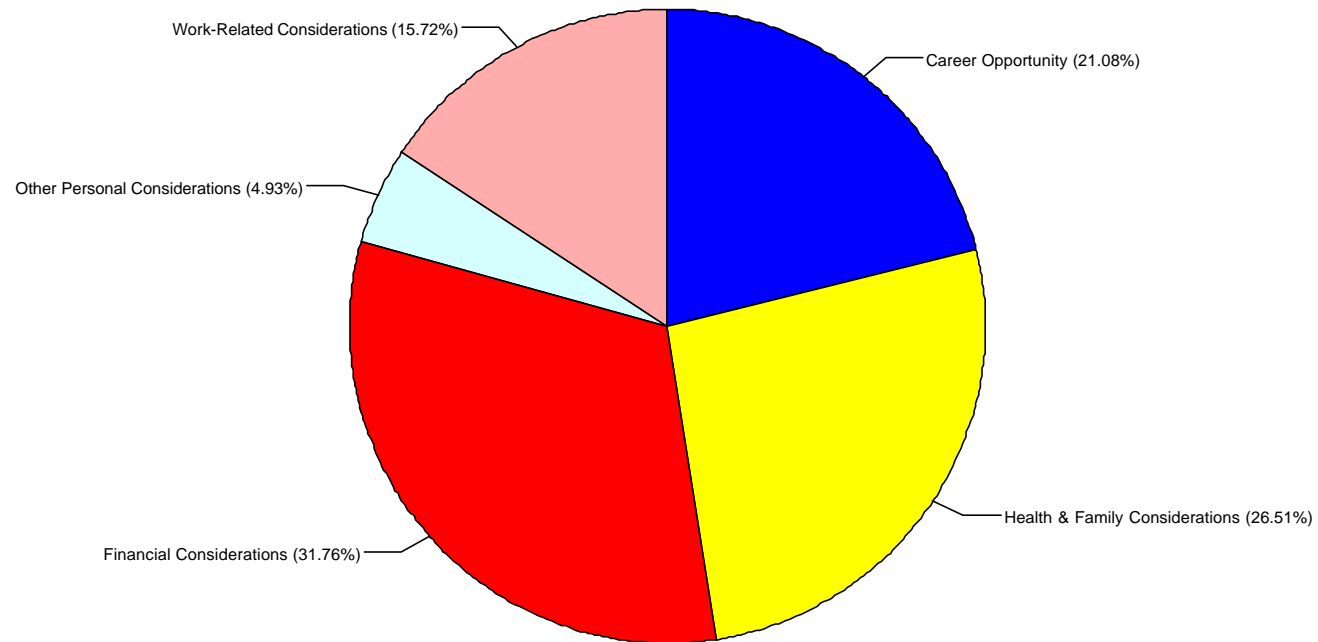


<p align="center"><b>CORRECTIONAL OFFICER LOSSES</b></p> <p align="center"><b>By Loss Category, October 2004-September 2005</b></p>									
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# PRIMARY REASON FOR CO RESIGNATION

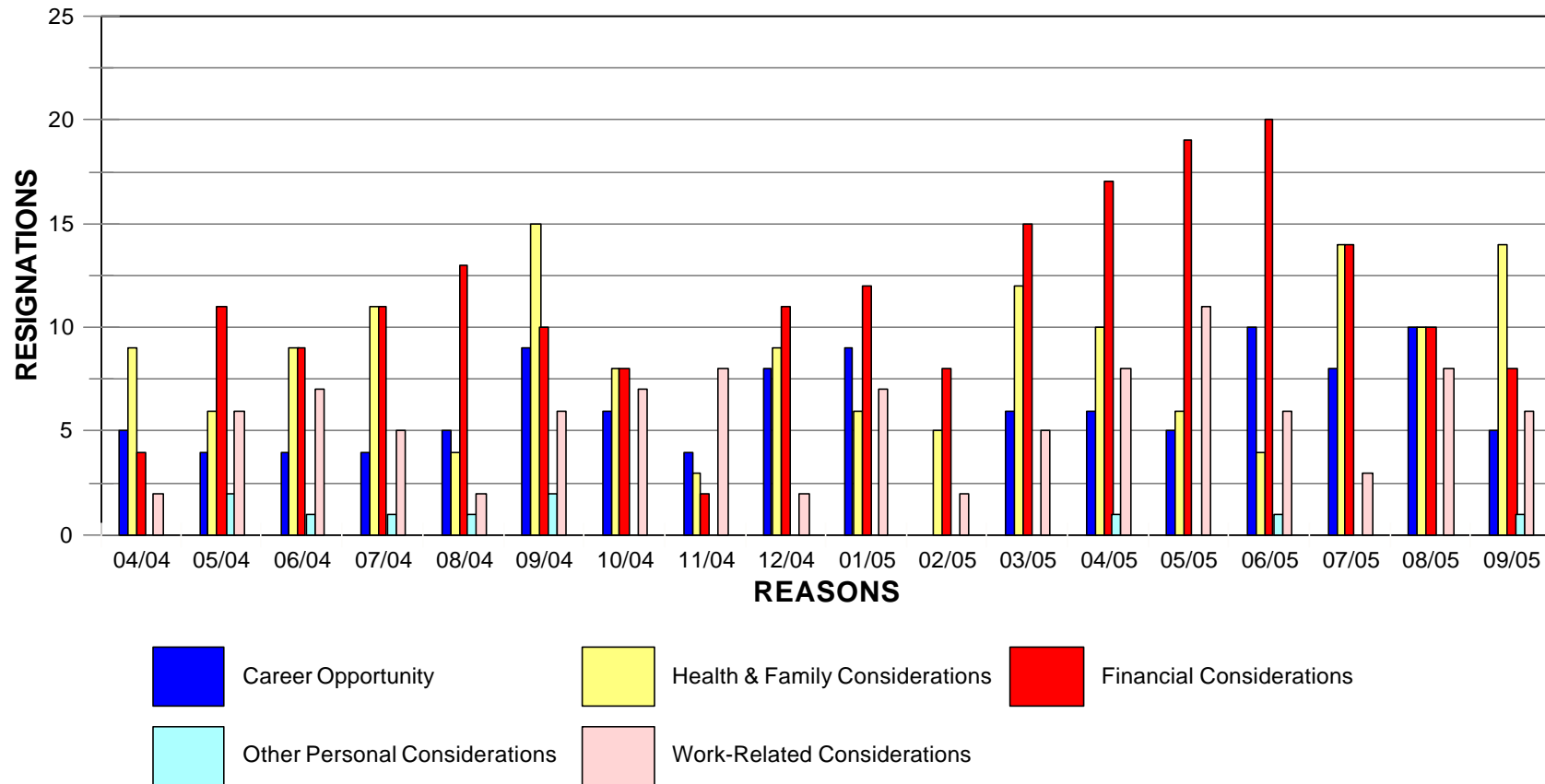
Feb. 1999 - September 2005 (N = 2,799)





# CO RESIGNATION REASONS

April 2004 - September 2005



### By Complex, October 2004-September 2005

### By Complex, October 2004-September 2005

\* Correctional Officer losses do not include transfers between facilities.

## CORRECTIONAL OFFICER RESIGNATIONS

By Complex, October 2004-September 2005

PRISON COMPLEX	OCT.	NOV.	DEC.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	MTH. AVG.
ASPC-Douglas	5	2	5	4	4	2	5	7	3	6	0	1	3.7
ASPC-Eyman	13	13	11	15	16	14	8	15	18	9	13	12	13.1
ASPC-Florence	11	8	6	9	9	11	17	14	2	7	11	11	9.7
ASPC-Lewis	16	12	9	11	13	18	16	24	22	17	14	24	16.3
ASPC-Perryville	8	7	7	7	9	5	10	10	9	6	14	9	8.4
ASPC-Phoenix	4	3	6	1	0	3	0	6	4	4	1	1	2.8
ASPC-Safford	5	2	3	2	3	4	6	3	1	7	3	2	3.4
ASPC-Tucson	11	12	6	6	10	17	11	15	13	16	13	13	11.9
ASPC-Winslow	3	6	4	7	5	8	8	11	3	11	9	8	6.9
ASPC-Yuma	10	2	6	5	4	5	4	6	4	5	6	6	5.3
DEPARTMENT-WIDE	86	67	63	67	73	87	85	111	79	88	84	87	81.4

## FILLED CORRECTIONAL OFFICER POSITIONS

By Complex, October 2004-September 2005

PRISON COMPLEX	OCT.	NOV.	DEC.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	MTH. AVG.
ASPC-Douglas	394	391	410	407	405	406	403	400	398	391	390	389	399
ASPC-Eyman	999	999	990	975	962	955	944	931	905	901	889	862	943
ASPC-Florence	711	698	692	680	679	669	654	642	631	633	624	615	661
ASPC-Lewis	819	812	822	803	792	794	785	771	765	743	727	715	779
ASPC-Perryville	466	477	490	495	495	490	513	509	516	501	482	478	493
ASPC-Phoenix	235	231	223	222	224	219	221	219	215	213	215	221	222
ASPC-Safford	261	260	257	257	255	248	247	244	242	240	239	242	249
ASPC-Tucson	818	813	825	832	828	824	807	796	781	771	766	765	802
ASPC-Winslow	328	322	316	313	314	307	303	295	292	280	277	271	302
ASPC-Yuma	448	452	444	436	431	424	417	406	406	403	413	417	425
DEPARTMENT-WIDE	5,479	5,455	5,469	5,420	5,385	5,336	5,294	5,213	5,151	5,076	5,022	4,975	5,273

## CORRECTIONAL OFFICER LOSS RATES

By Complex, October 2004-September 2005

PRISON COMPLEX	OCT.	NOV.	DEC.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	MTH. AVG.
ASPC-Douglas	18.3%	33.8%	20.5%	23.6%	20.7%	8.9%	23.8%	24.0%	27.1%	36.8%	12.3%	9.3%	21.6%
ASPC-Eyman	19.2%	20.4%	15.8%	24.6%	23.7%	25.1%	11.4%	21.9%	34.5%	18.6%	25.6%	22.3%	21.9%
ASPC-Florence	23.6%	18.9%	24.3%	28.2%	17.7%	21.5%	40.4%	28.0%	15.2%	17.1%	23.1%	31.2%	24.1%
ASPC-Lewis	26.4%	20.7%	14.6%	17.9%	22.7%	30.2%	26.0%	40.5%	37.6%	27.5%	23.1%	42.0%	27.2%
ASPC-Perryville	25.8%	20.1%	24.5%	19.4%	26.7%	14.7%	25.7%	28.3%	23.3%	21.6%	39.8%	32.6%	25.2%
ASPC-Phoenix	25.5%	20.8%	32.3%	21.6%	10.7%	38.4%	10.9%	32.9%	22.3%	28.2%	11.2%	10.9%	22.1%
ASPC-Safford	23.0%	9.2%	18.7%	14.0%	28.2%	24.2%	29.1%	24.6%	9.9%	35.0%	20.1%	14.9%	20.9%
ASPC-Tucson	23.5%	19.2%	18.9%	10.1%	21.7%	36.4%	23.8%	31.7%	29.2%	26.5%	26.6%	25.1%	24.3%
ASPC-Winslow	18.3%	26.1%	22.8%	34.5%	34.4%	31.3%	39.6%	61.0%	12.3%	72.9%	43.3%	48.7%	36.5%
ASPC-Yuma	29.5%	8.0%	18.9%	13.8%	13.9%	14.2%	25.9%	26.6%	14.8%	14.9%	26.2%	25.9%	19.3%
DEPARTMENT-WIDE	23.4%	19.8%	19.7%	20.4%	22.1%	25.0%	24.9%	30.8%	26.1%	26.5%	25.6%	27.5%	24.2%

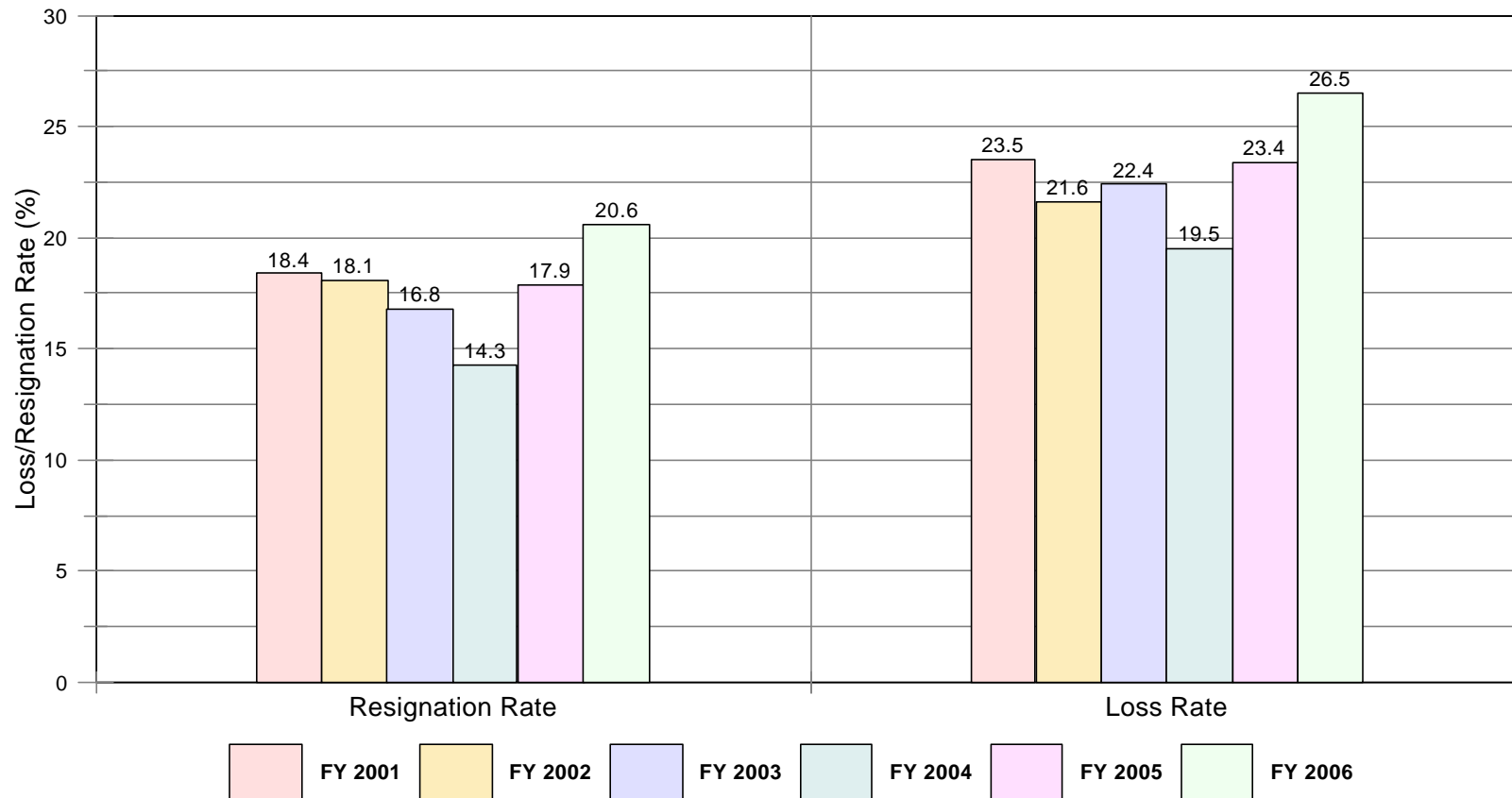
## CORRECTIONAL OFFICER RESIGNATION RATES

By Complex, October 2004-September 2005

PRISON COMPLEX	OCT.	NOV.	DEC.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	MTH. AVG.
ASPC-Douglas	15.2%	6.1%	14.6%	11.8%	11.9%	5.9%	14.9%	21.0%	9.0%	18.4%	0.0%	3.1%	11.0%
ASPC-Eyman	15.6%	15.6%	13.3%	18.5%	20.0%	17.6%	10.2%	19.3%	23.9%	12.0%	17.5%	16.7%	16.7%
ASPC-Florence	18.6%	13.8%	10.4%	15.9%	15.9%	19.7%	31.2%	26.3%	3.8%	13.3%	21.2%	21.5%	17.6%
ASPC-Lewis	23.4%	17.7%	13.1%	16.4%	19.7%	27.2%	24.5%	37.4%	34.5%	27.5%	23.1%	40.3%	25.2%
ASPC-Perryville	20.6%	17.6%	17.1%	17.0%	21.8%	12.2%	23.4%	23.6%	20.9%	14.4%	34.9%	22.6%	20.5%
ASPC-Phoenix	20.4%	15.6%	32.3%	5.4%	0.0%	16.4%	0.0%	32.9%	22.3%	22.5%	5.6%	5.4%	14.9%
ASPC-Safford	23.0%	9.2%	14.0%	9.3%	14.1%	19.4%	29.1%	14.8%	5.0%	35.0%	15.1%	9.9%	16.4%
ASPC-Tucson	16.1%	17.7%	8.7%	8.7%	14.5%	24.8%	16.4%	22.6%	20.0%	24.9%	20.4%	20.4%	17.8%
ASPC-Winslow	11.0%	22.4%	15.2%	26.8%	19.1%	31.3%	31.7%	44.7%	12.3%	47.1%	39.0%	35.4%	27.5%
ASPC-Yuma	26.8%	5.3%	16.2%	13.8%	11.1%	14.2%	11.5%	17.7%	11.8%	14.9%	17.4%	17.3%	14.8%
DEPARTMENT-WIDE	18.8%	14.7%	13.8%	14.8%	16.3%	19.6%	19.3%	25.6%	18.4%	20.8%	20.1%	21.0%	18.5%

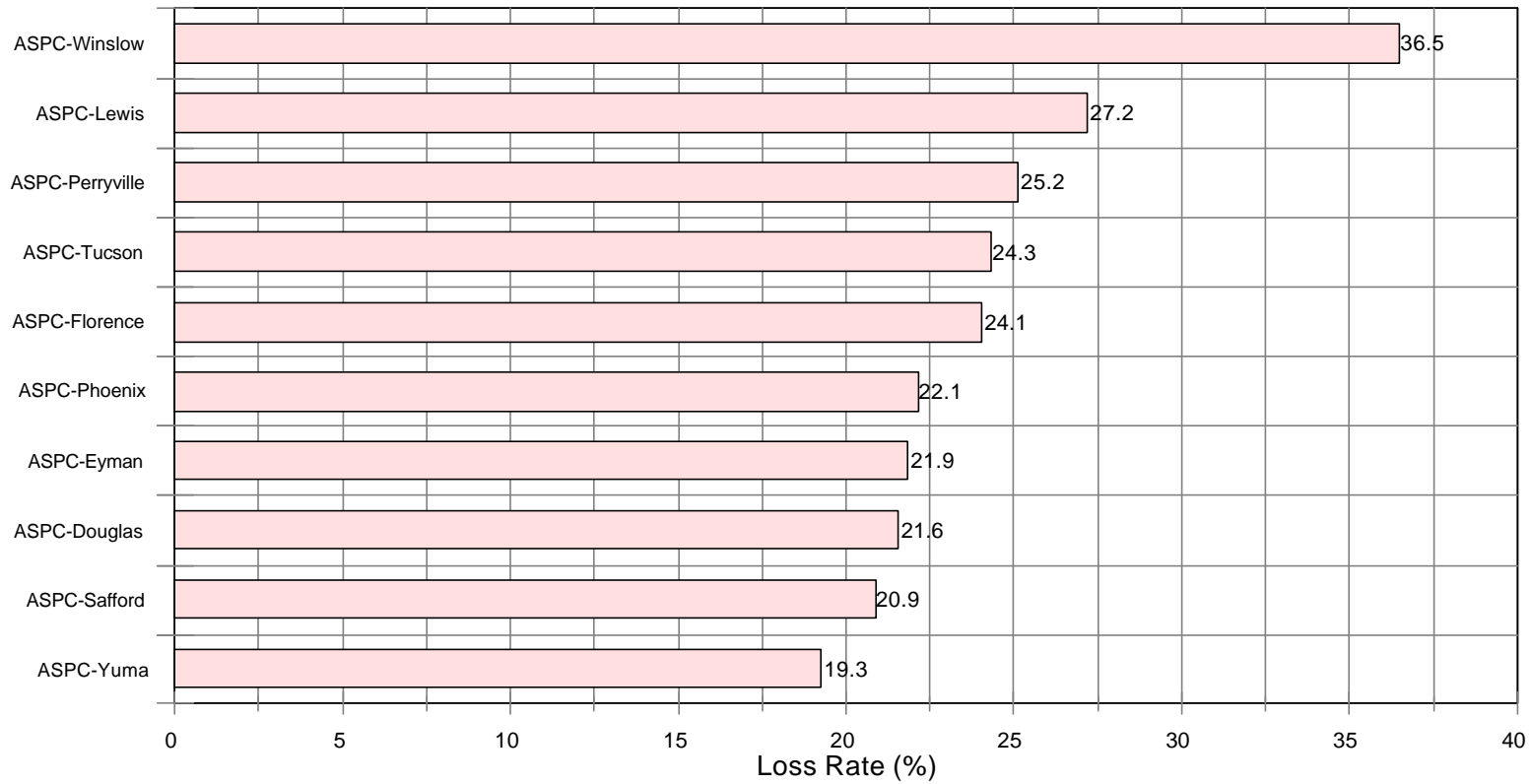
# CO LOSS & RESIGNATION RATE COMPARISON

FY 2001 - FY 2005 & FY 2006 (3Mth)



# CORRECTIONAL OFFICER LOSS RATES

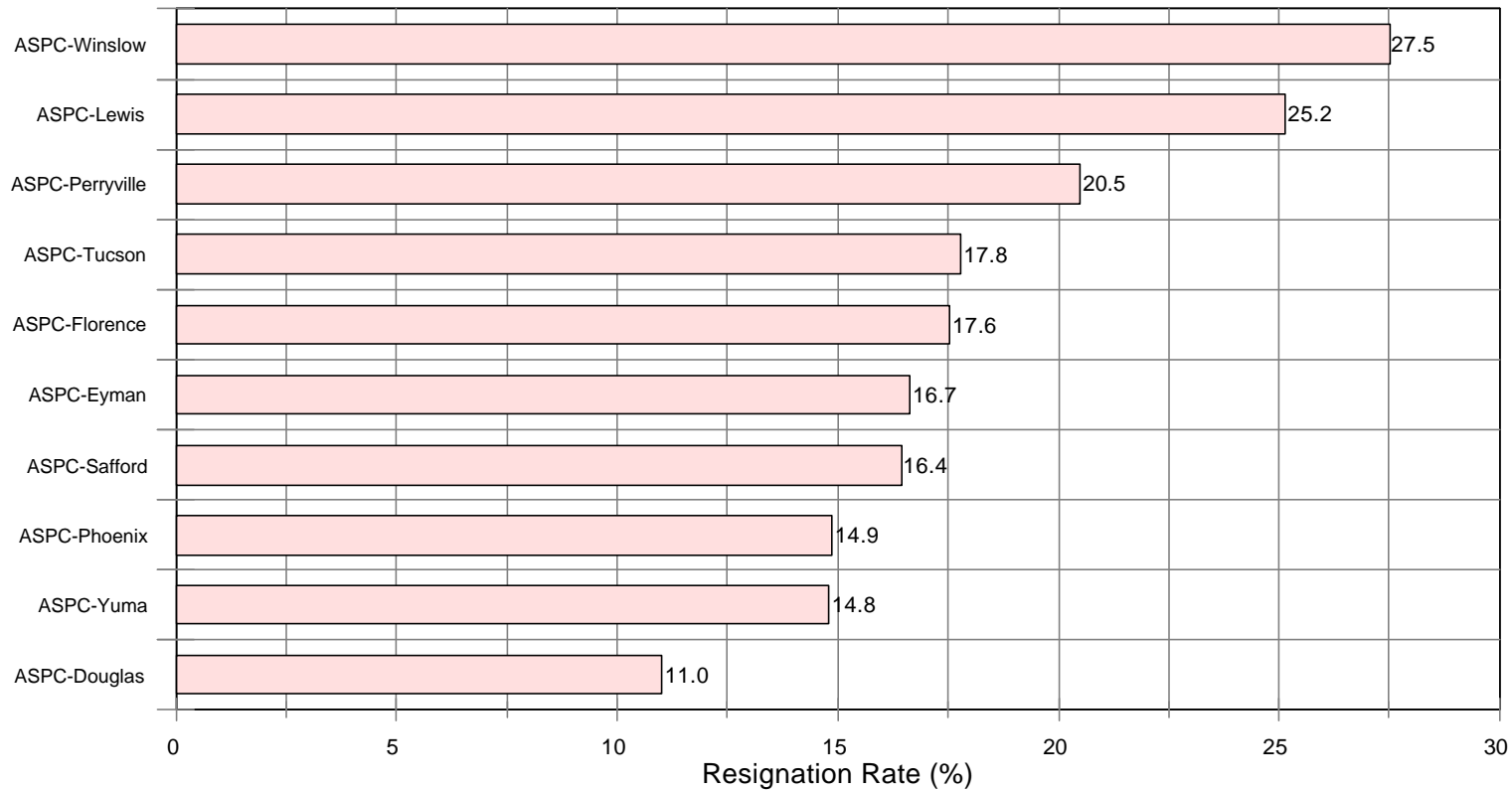
Complex Ranking, Oct. 2004-Sept. 2005





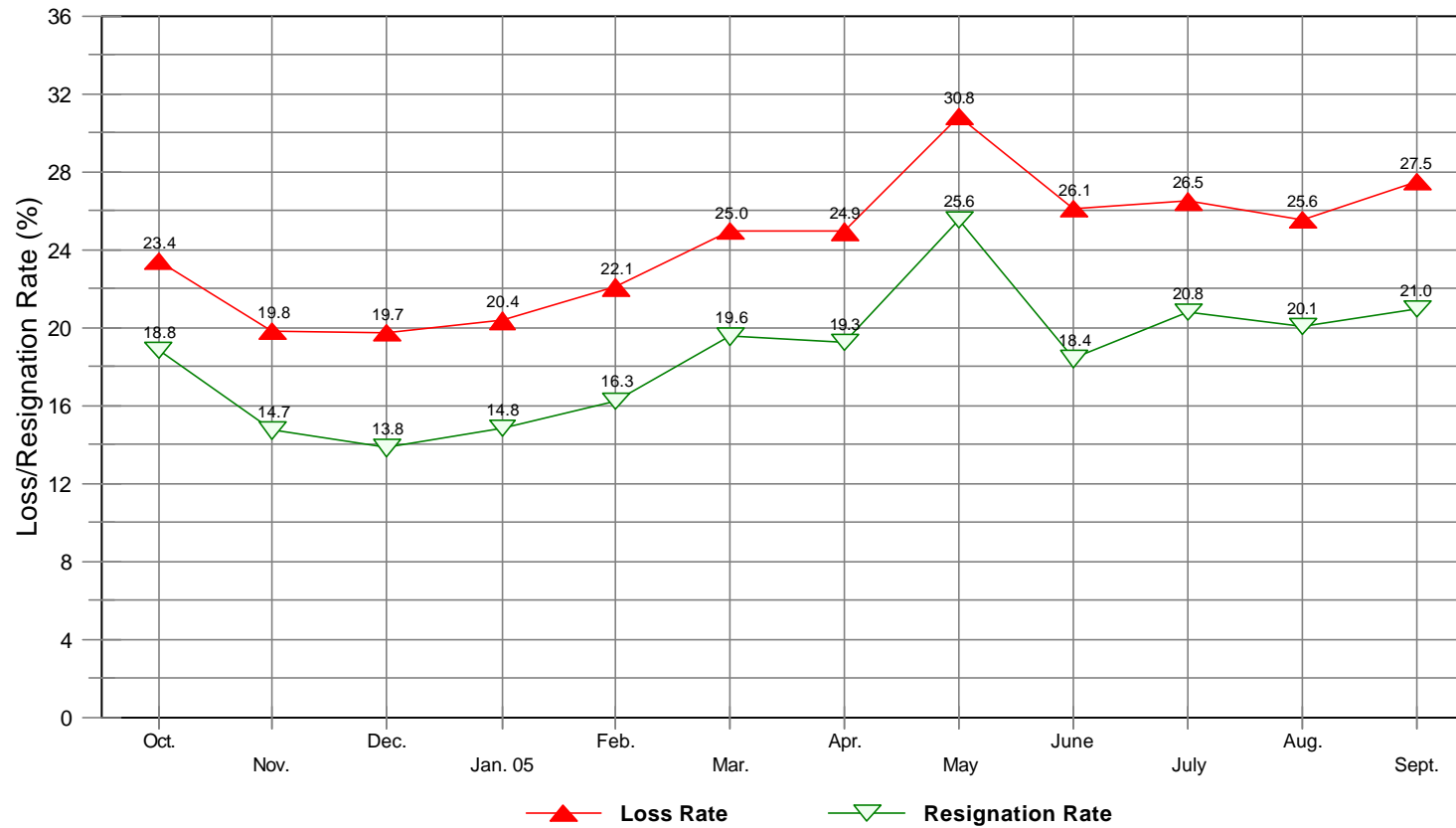
# CORRECTIONAL OFFICER RESIGNATION RATES

Complex Ranking, Oct. 2004-Sept. 2005



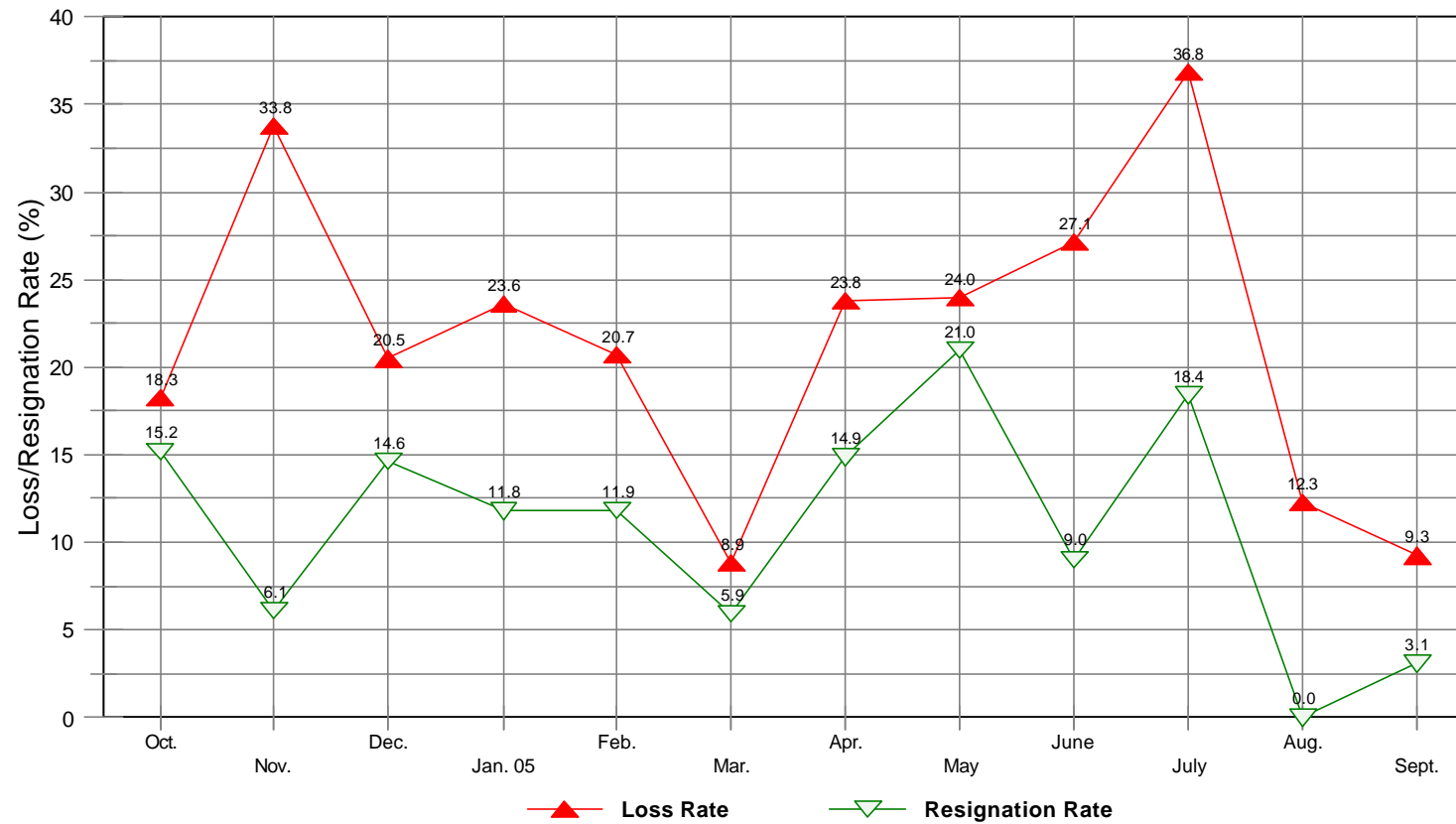
# CO LOSS AND RESIGNATION RATES

Department-Wide, Oct. 2004-Sept. 2005



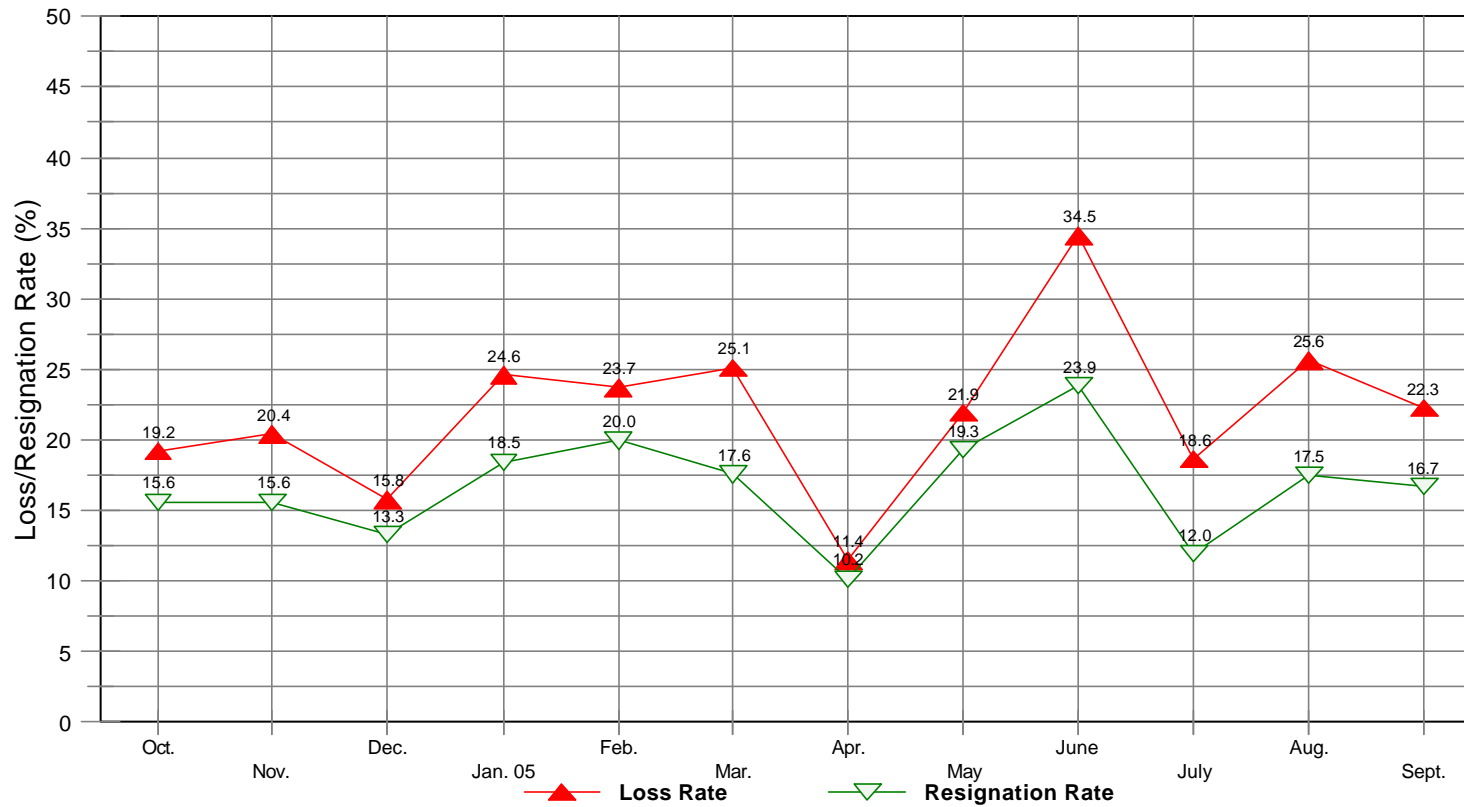
# CO LOSS AND RESIGNATION RATES

Douglas Complex, Oct. 2004-Sept. 2005



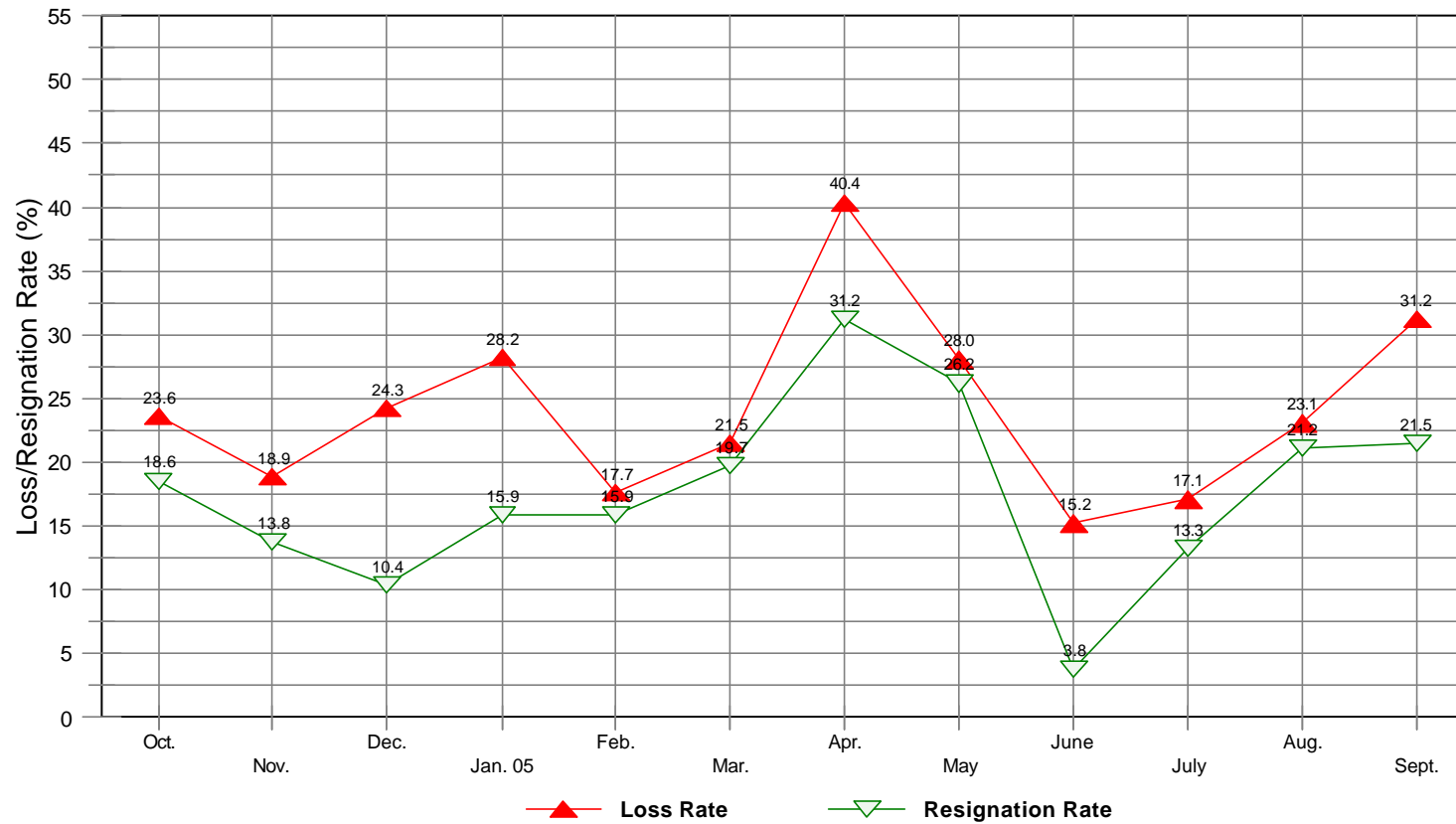
# CO LOSS AND RESIGNATION RATES

Eyman Complex, Oct. 2004-Sept. 2005



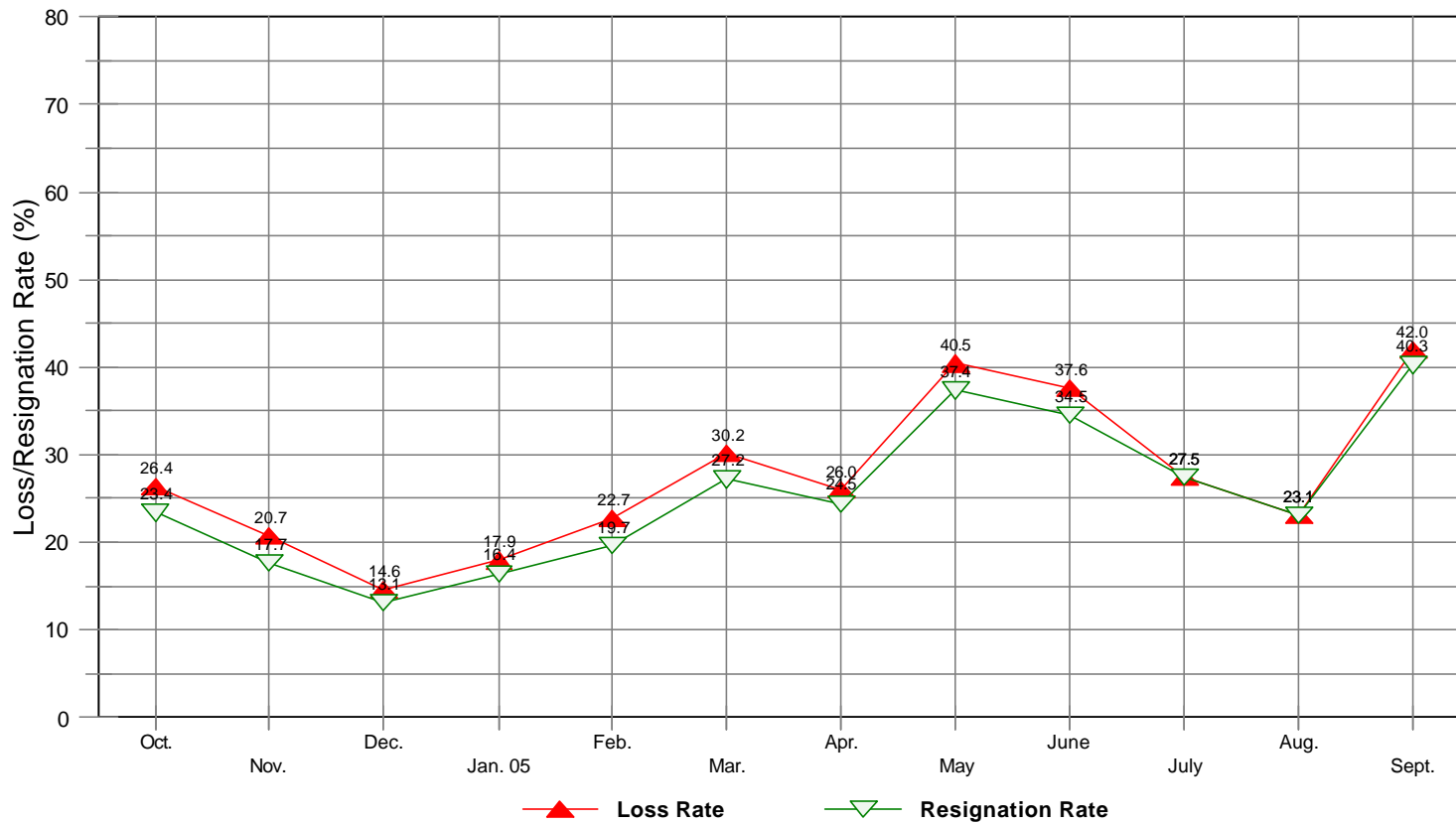
# CO LOSS AND RESIGNATION RATES

Florence Cmplx, Oct. 2004-Sept. 2005



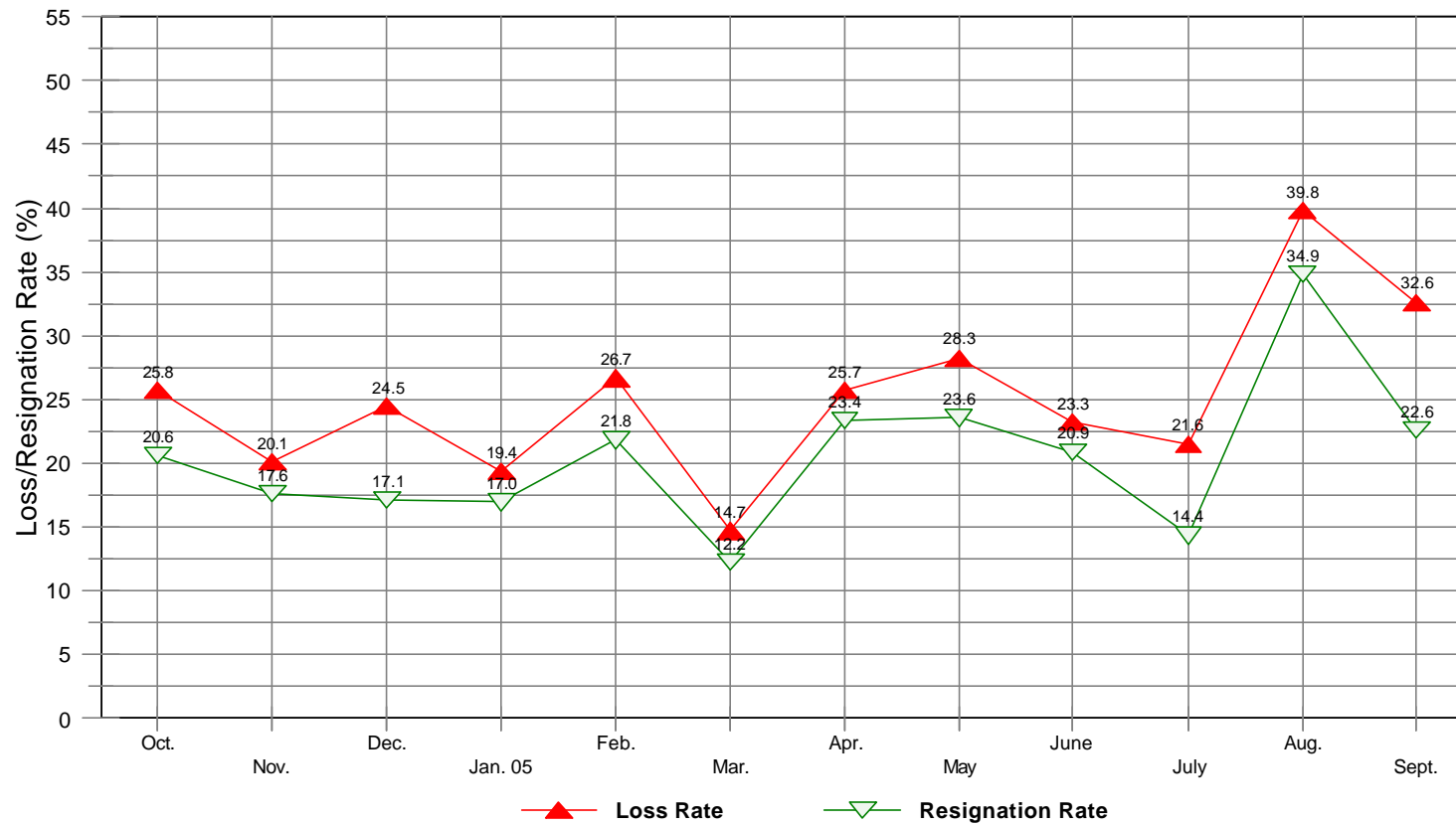
# CO LOSS AND RESIGNATION RATES

Lewis Complex, Oct. 2004-Sept. 2005



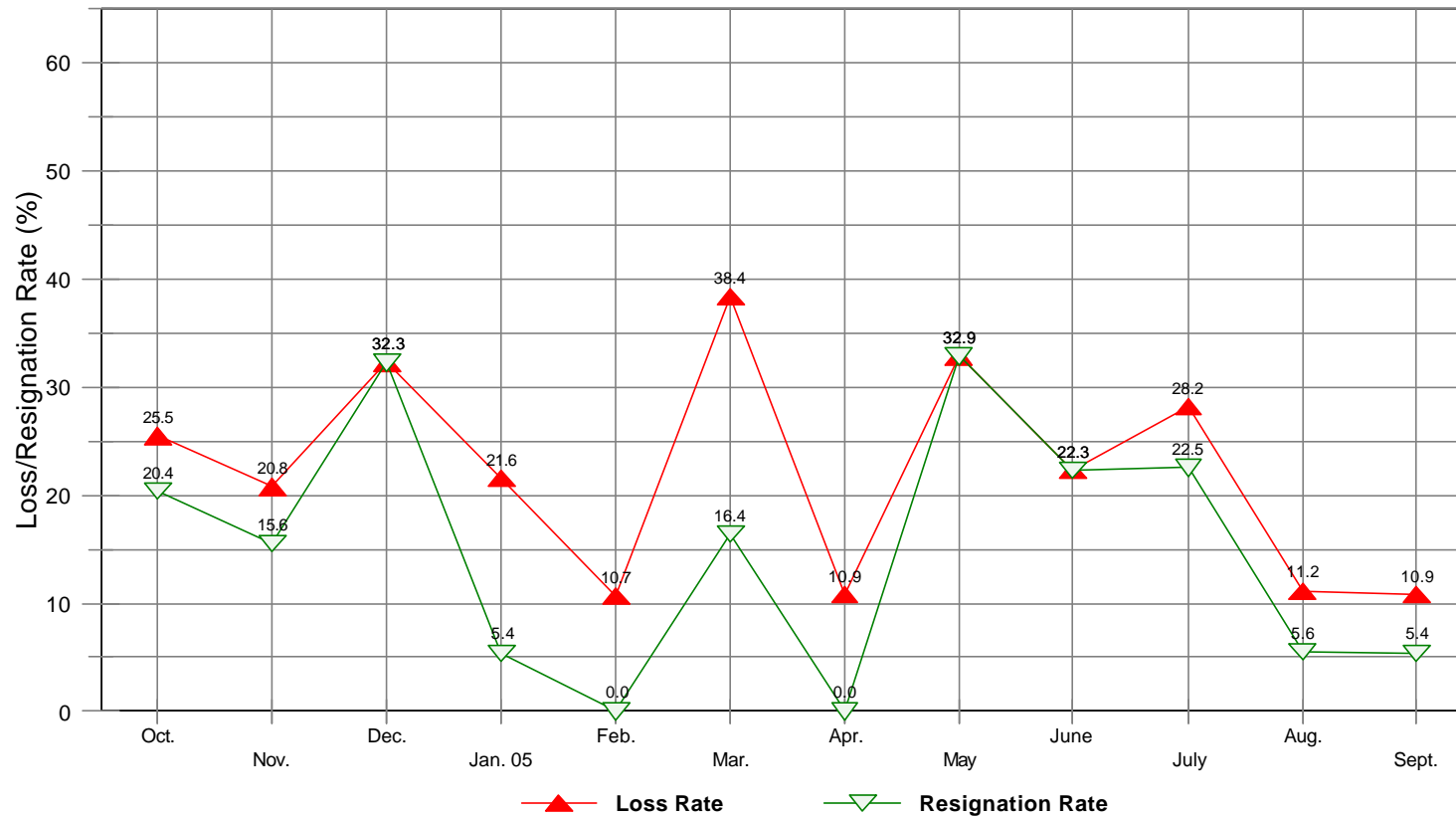
# CO LOSS AND RESIGNATION RATES

Perryville Cmplx, Oct. 2004-Sept. 2005



# CO LOSS AND RESIGNATION RATES

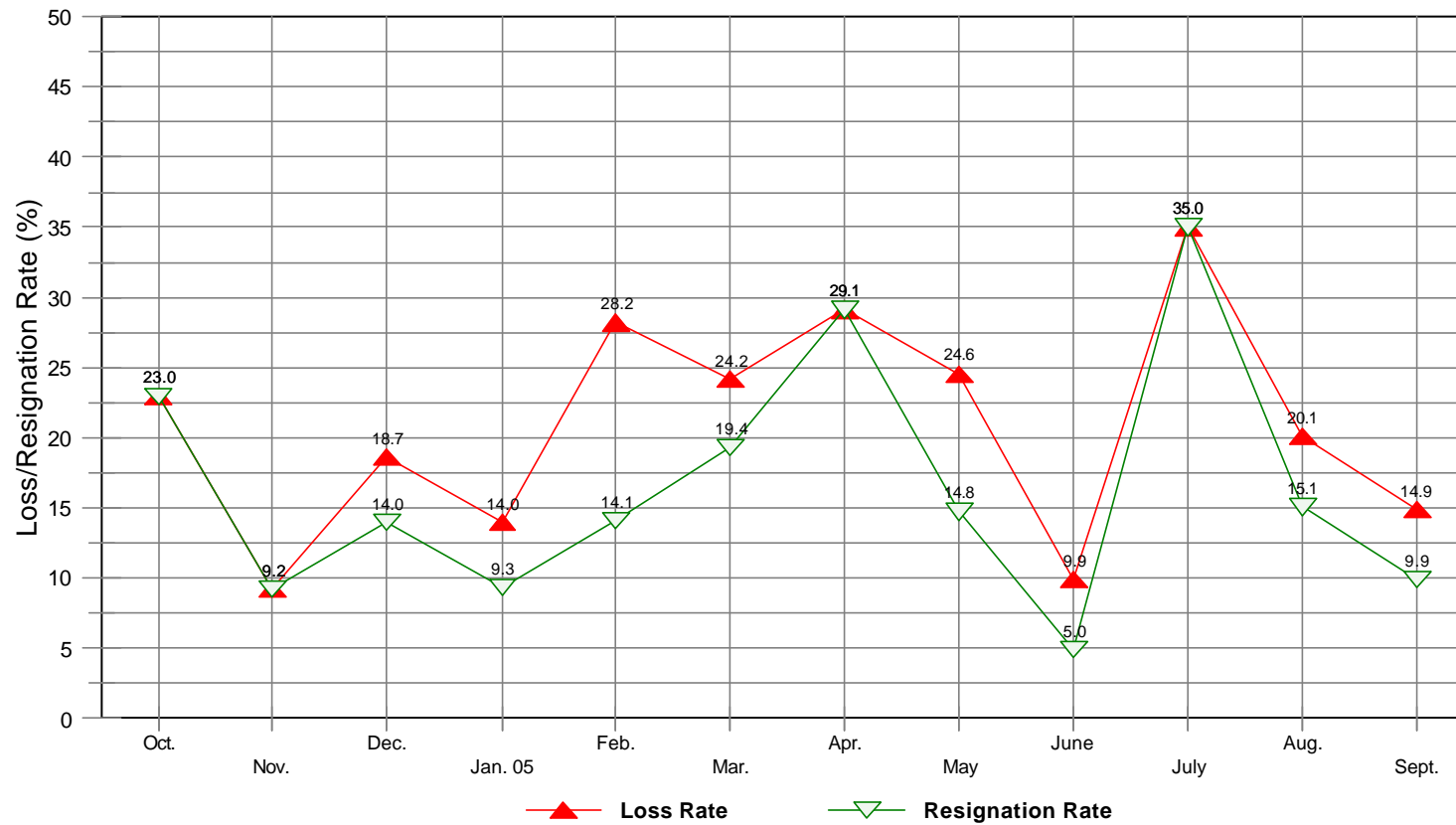
Phoenix Complex, Oct. 2004-Sept. 2005





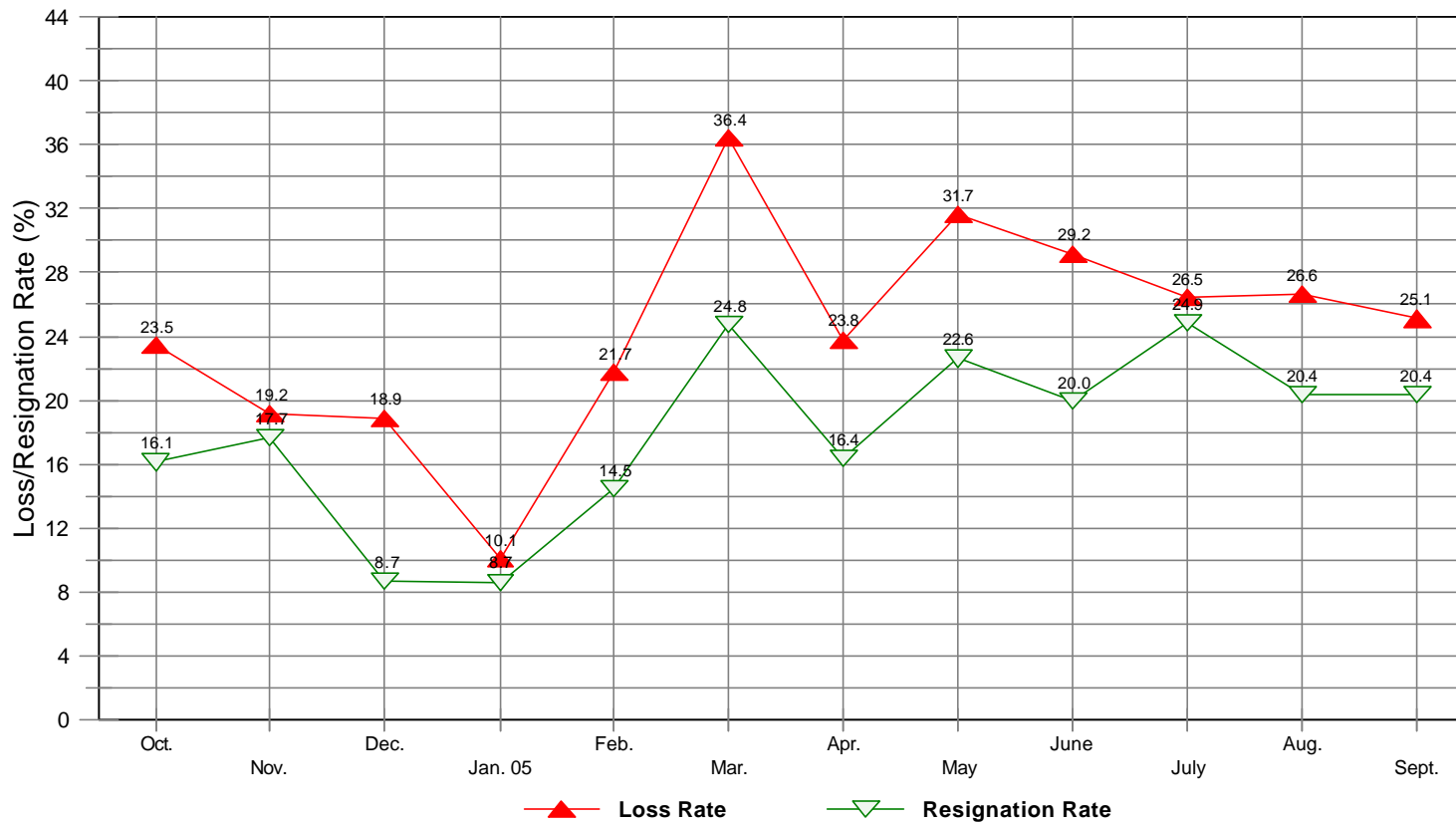
# CO LOSS AND RESIGNATION RATES

Safford Complex, Oct. 2004-Sept. 2005



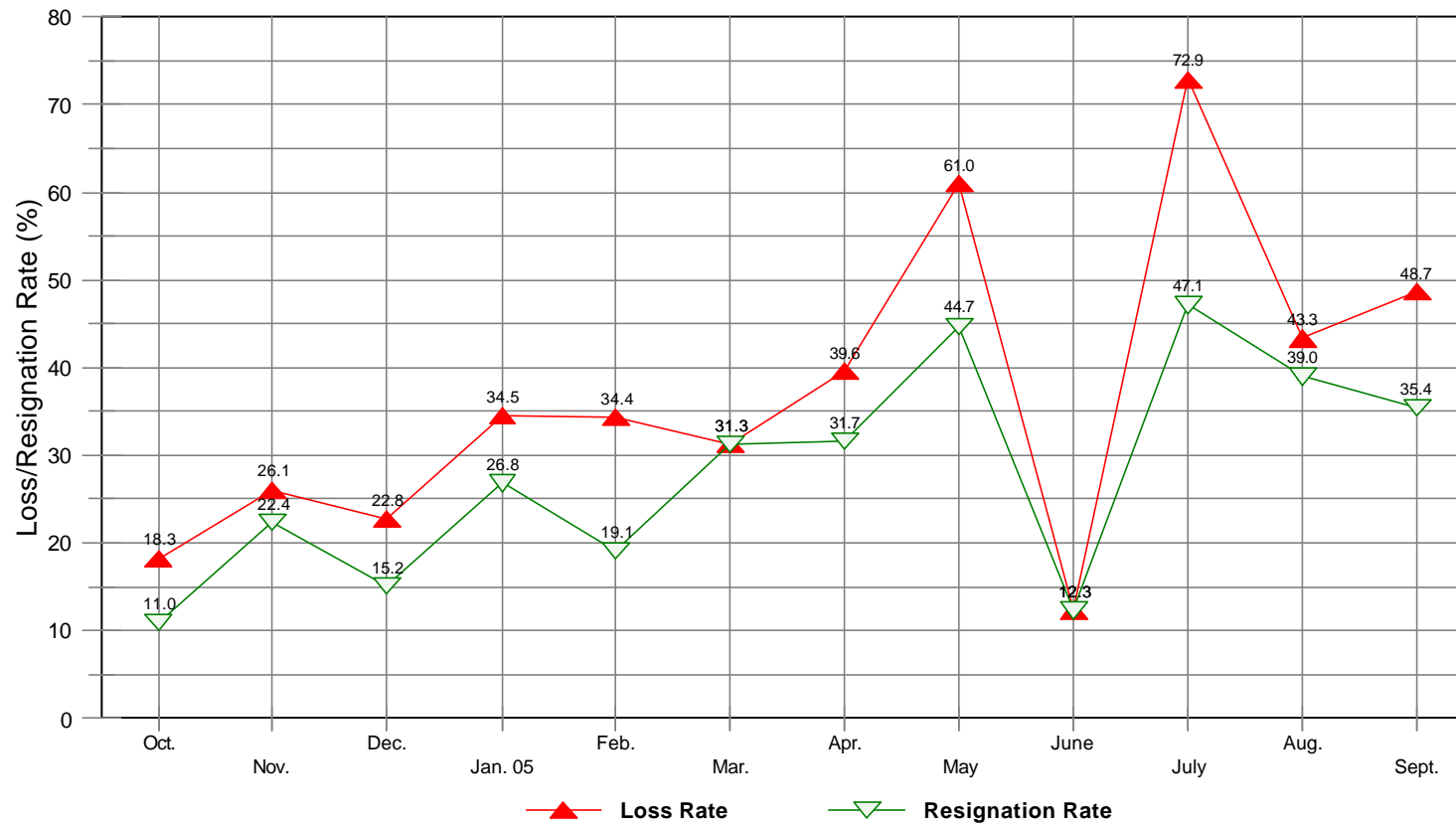
# CO LOSS AND RESIGNATION RATES

Tucson Complex, Oct. 2004-Sept. 2005



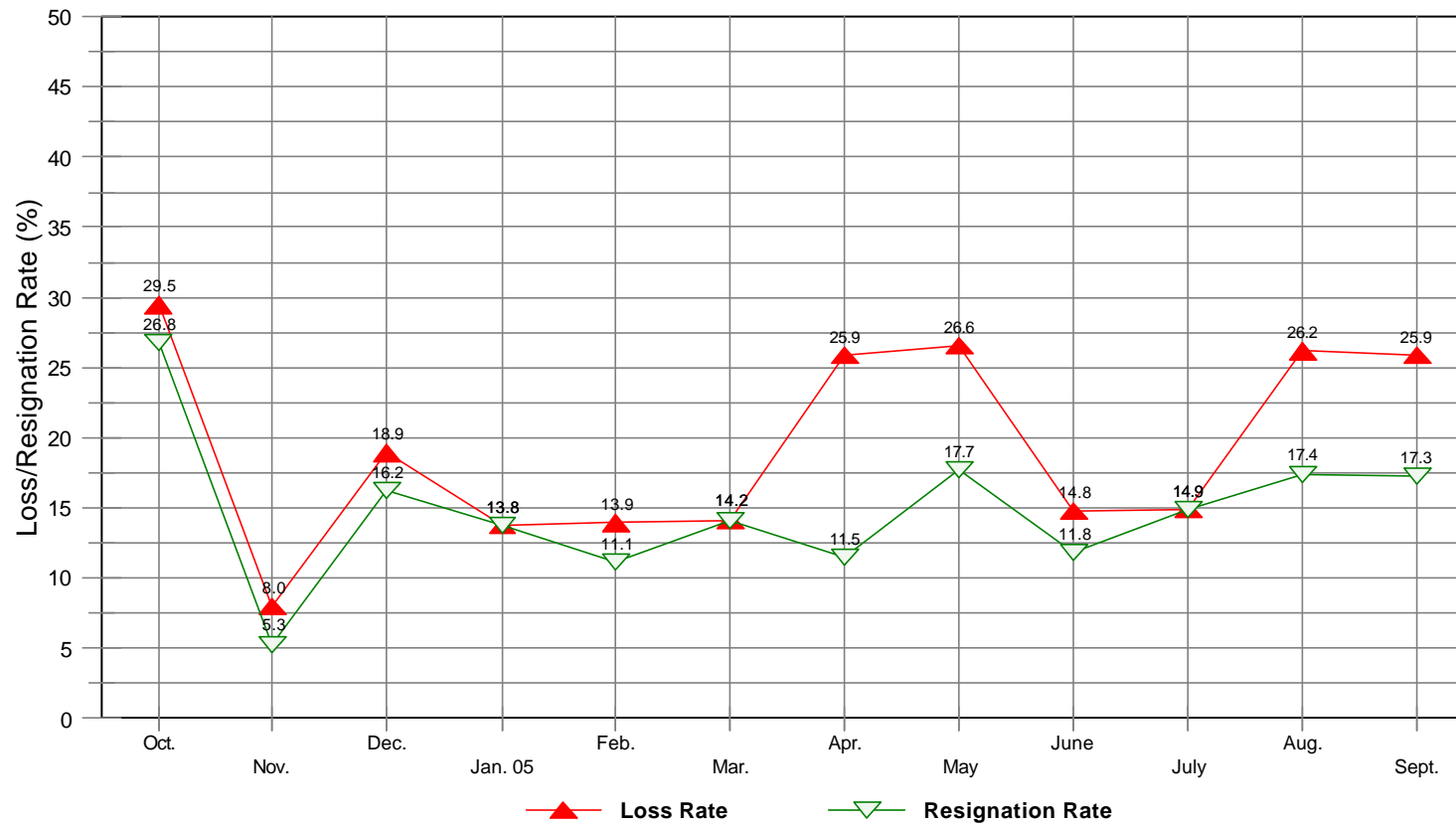
# CO LOSS AND RESIGNATION RATES

Winslow Complex, Oct. 2004-Sept. 2005



# CO LOSS AND RESIGNATION RATES

Yuma Complex, Oct. 2004-Sept. 2005



## **CO Turnover and Vacancy Rate Definitions**

**Resignation Rate** = Resignations as % of actual filled CO positions

**Attrition Rate** = Attrition (agency losses) as % of actual filled CO positions

**Loss Rate** = Losses as % of actual filled CO positions.

**Turnover Rate** = Turnover as % of actual filled CO positions.

Note: Resignation, attrition, loss, and turnover rates are annualized by multiplying by 12 since the reporting period is a month. Use of annualized rates maintains consistency when reporting periods of variable length are utilized.

**Resignation** = Resignation in good standing or resignation not in good standing.

**Attrition (Agency Loss)** = Resignation, retirement, separation in good standing, resignation in lieu of dismissal, dismissal from original probation, dismissal from permanent status, or death.

**Loss** = Attrition (agency loss), promotion, demotion, or reclassification.

**Turnover** = Loss or intercomplex transfer (e.g., ASPC-Lewis to ASPC-Eyman).

**Actual Vacancy Rate** = Actual vacancies as % of authorized positions.

**Hiring Vacancy Rate** = Hiring vacancies as % of authorized positions.

**Operational Vacancy Rate** = Operational vacancies as % of authorized positions.

**Actual Vacancies** = Authorized positions minus actual filled positions.

**Hiring Vacancies** = Authorized positions minus actual filled positions minus COTA active.

**Operational Vacancies** = Authorized positions minus operational filled positions.

**Authorized Positions** = Authorized FTEs plus "ACI Double Fills."

**Actual Filled Positions** = On-Site Filled Positions plus COs Out on Leave or Out on Military Leave.

**Operational Filled Positions** = On-Site Filled Positions (excludes COs Out on Leave or Out on Military Leave).

**COTA Active** = CO hires currently assigned to COTA.